Registration Brochure

Regional Inclusive Employer Conference 2011

17 May 2011
Albury NSW

Investing in our young people, our communities and your business

Important Deadlines
Early Bird Registration: April 22, 2011
Final Registration: May 9, 2011

Australian Government
Department of Education, Employment and Workplace Relations

NDCO
National Disability Coordination Officer Program
Invitation from the convenors

Quality events like the Regional Inclusive Employer Conference 2011 are rarely offered in regional centres. It is with great pride that we extend you the opportunity to attend this important conference on the border of Victoria and New South Wales.

We have secured the services of renowned speakers who offer paradigm-shifting insights into disability and employment, and practical guidance on how to create an inclusive workplace.

The Regional Inclusive Employer Conference 2011 will take place on 17 May 2011 at the Country Comfort Hovell Tree Inn in Albury, New South Wales.

This conference is an opportunity for regional employers, managers, HR professionals, employment services, and providers of education to participate in a conference program that is designed to provide practical information about the business benefits, incentives, and resources available to employ and retain staff with a disability. It also aims to provide practical guidelines to establish an inclusive workplace and an opportunity to grow professional links with key organisations that can assist in this process.

The Regional Inclusive Employer Conference 2011 offers a thought-provoking program that highlights strategies in inclusivity to benefit businesses, workers, and customers.

Conference attendees will have the opportunity to learn how local businesses have implemented various inclusive practices and how to implement these practices in their own organisations.

With one in five Australians experiencing some degree of disability, disability is everyone’s business!

On behalf of the National Disability Coordination Officer (NDCO) program and the Regional Inclusive Employer Conference Organising Committee, it is our pleasure to invite you to become part of the Regional Inclusive Employer Conference 2011.

We look forward to seeing you!

Vicky Drage and Paula Davidson
Convenors
Regional Inclusive Employer Conference 2011
Program overview

The organising committee has developed a stimulating, exciting, and well-balanced program whose focus is on several themes:

- Welcoming customers with a disability
- Business benefits of diversifying your workforce
- Disclosure and recruitment
- Supporting workers with mental illness
- Learning and literacy disability: its impact on applicants, workers, and apprentices
- Tapping in to highly-qualified staff
- Supporting and retaining staff

Who should attend?

Providing a workplace that is free from discrimination is a requirement under the Disability Discrimination Act 1992 and it is the human resources (HR) department that is most often given the responsibility for implementing policies that deliver a disability-friendly and inclusive workplace.

However, the creation of an inclusive workplace needs an all-of-business approach, led by those who make the decisions and policies and set the agenda in your business.

Therefore, this conference targets the following groups to provide information and strategies that will make your organisation more inclusive.

- HR professionals
- Managers
- Employers
- Line managers
- Supervisors
- Economic development units
- Business associations
- Employment service providers
- OHS officers
- Providers of education
Invited Speakers

Sam Cawthorn

Sam is the chief executive officer for Empowering Enterprises and has been featured in *USA Today* and the *New York Times*. Sam is at the forefront of global trends and has the unique ability to transform impossibilities into possible realities. He was the **Young Australian of the Year** for Tasmania in 2009.

In October 2006, Sam’s life changed forever when he was involved in a major car accident, and pronounced dead. He was resuscitated, but was left with a permanent disability in his right leg and his right arm was amputated.

Sam was told that he may not survive and that, even if he did, the best he could expect was that he would never walk again. A year later, he defied all odds and took his first steps into a new life.

Sam’s difficult journey enabled him to develop a mental resilience and strength that gave him the tools to miraculously recover from an accident that almost took his life.

Sam’s story is simple, yet his message demonstrates the awesome power and strength of the human spirit when people are faced with the choice to continue living as victims of tragic accidents, or choosing to seize the opportunity of ‘life’.

Forever the opportunist, Sam chose ‘life’, and is now a hugely successful keynote speaker, whose inspiring story has changed the lives of thousands of Australians and people all over the world.

His powerful message will challenge listeners to achieve goals that they may have thought were unachievable.

Suzanne Colbert AM

Suzanne has been at the leading edge of building employment opportunities for people with disability for almost 20 years. She was the founding manager of Shore Personnel, a disability employment service in Sydney, which was recognised as a top-performing service, and also founded the ACE National Network, the peak body that represents the interests of open employment services for people with disability to federal government.

In 2000, Suzanne, together with Steve and John Bennett from Benbro Electronics, recognised the need to develop an employer-led organisation, and set up Employers Making a Difference, now known as the Australian Network on Disability. The organisation now has over 100 members, including some of Australia’s most successful and well-known companies. For the last 10 years, Suzanne has been committed to increasing the ‘disability confidence’ of Australian businesses, and on Australia Day 2010, she was recognised for her efforts by being honoured as a Member of the Order of Australia.
Lynette May

Lynette May is the chief executive officer of ACE National, the peak association of disability employment services across Australia. Lynette has a diverse background from community development, the trade union movement, government regulation, aged care provision, and now disability employment representation. The common thread has always been about striving to obtain a fair go and a better go for people. On an individual level, it is about seeing people’s potential and assisting them strive to achieve their aspirations. On a broad level, it is about seeing the potential of a system (program) and trying to influence the decision makers so that the system better serves those who depend on it. Lynette does know how important employment is for people with disability as she has a 33-year-old son who now works in open employment. Lynette has travelled his life’s journey alongside him. Lynette holds a Bachelor of Psychology and Business, and a Master of Applied Science in the Psychology of Coaching.

Joanne Webber

Joanne has worked in disability practice across the community, education, and employment sectors for over 15 years. Joanne’s focus has been on empowering individuals in strategies to improve their self-advocacy skills while embedding inclusive practices in mainstream service provision. She has most recently worked in the DEEWR-funded National Disability Coordination Officer program, enhancing the mainstream inclusion of people with disability in education and employment. Through personal and professional experiences with disability in education and employment, Joanne is able to determine and implement effective strategies for disability inclusiveness in a range of community, educational, and employment settings. Joanne is in her final stages of doctoral research which explores the tertiary transition experience for individuals with learning disabilities and is working as the Inclusive Development Officer for CBM Australia with a focus on disability inclusion in the international development context.

Robert Hodder

Robert is an education consultant for the Victorian Equal Opportunity and Human Rights Commission. The Victorian Equal Opportunity and Human Rights Commission is an independent statutory body with responsibilities under the Equal Opportunity Act (1995 and 2010), the Racial and Religious Tolerance Act (2001), and the Charter of Human Rights and Responsibilities (2006). The Commission helps people resolve complaints of discrimination, sexual harassment, and racial or religious vilification through a free and impartial complaint resolution service with the aim of achieving a mutual agreement. In his role as an education consultant, Robert has provided training to employers, managers, and staff around the laws which define the commission’s authority. He aims to help organisations to develop a broad, successful and sustainable equal opportunity and human rights strategy.
Julie Fry

Julie is the vice-president of the Australian Learning Disability Association (ALDA). ALDA aims to provide access to information and resources for individuals with learning disabilities and their families, educators, and the general public of Australia. As a member of ALDA, Julie has provided numerous presentations to educators, parents, students, employers, and equal employment opportunity networks about recognising the barriers that traditional recruitment methods present for people with specific learning disabilities such as dyslexia.

Dr Caryl Barnes

Caryl is a consultant psychiatrist at the Black Dog Institute and also consults privately at the Lawson Clinic, a specialist mood disorder clinic affiliated with the Institute in North Sydney. She has extensive experience as a clinician (in Sydney, Perth, and the UK) in helping people recover from mood disorders and recently completed a doctorate in the role of the internet in management of bipolar disorder through UNSW. She has considerable experience as a speaker and facilitator for the Institute’s workplace, GP, and psychiatrist training programs, and in delivering postgraduate/undergraduate medical training. Caryl has also delivered educational programs in mood disorders to health staff who work in rural and remote locations in WA and NSW. She has presented at numerous national and international conferences about her research and was a key developer of an innovative e-health provider for self-management programs for depression and bipolar disorder (Sentiens Pty Ltd).
Preliminary program

Day session

8:30  8:45  Registration
8:45  9:00  Official opening
9:00  9:45  Maximise your markets by welcoming customers with a disability (Suzanne Colbert AM)
  • Latest statistics on people with disability in Australia, including spending power
  • Tips for accessibility of premises, websites, and information
  • Language and etiquette
9:45  9:50  The recharge scheme (Loretta Caunt)
9:50  10:00  National relay service, interpreters and video remote interpreting (Julie Kiroluch)
10:00 10:15  Morning tea
10:15 11:00  Benefits of diversifying your workforce (Suzanne Colbert AM)
  • Business benefits – statistics and data
  • Dispelling myths and stereotypes about disability
  • OHS and disability – what the evidence says
11:00 11:15  Local employers share the business benefits they have experienced
11:15 12:00  Demystifying disability employment (Lynette May)
  This presentation covers the disability employment services program post March 2010 and touches on the changes in the labour market and the need for businesses to consider all avenues of sourcing candidates for jobs. It explores ways in which employers can build disability confidence to actively include people with disability into their workforces.
12:00 12:10  Local employers share their experiences of workplace modifications
12:10  1:00  Lunch and early bird prize draw
1:00  1:45  Personal employment story (Joanne Webber)
  Joanne discusses her own employment story and shares her experiences in a range of work settings including co-worker awareness, access to funding through JobAccess for workplace modifications, and strategies for employers to include people with disabilities in the workplace.
Finding the right staff - disclosure: what am I allowed to ask? (Robert Hodder)
This presentation is an introduction to the recruitment and disclosure rights and responsibilities of employers under the laws above and also, with some limitations, the Occupational, Health and Safety Act (2005).

Understanding specific learning disabilities and barriers to employment (Julie Fry)
This presentation is a brief overview of specific learning disability, and its prevalence and impacts in society with a particular focus to sharing information about what has facilitated success in education and employment for people with learning disabilities. Julie includes some simple strategies to remove barriers to participation, starting at the recruitment stage of engagement.

Supporting workers with mood disorders (Dr Caryl Barnes)
The presentation provides a brief overview of mood disorders (including depression and bipolar disorder) in the workplace, including strategies on how to:
• recognise mood disorders and its impact in the workplace
• identify early signs amongst employees
• sustain a positive and supportive work environment
• Identify appropriate approaches and tools in assisting those with mood disorders.

BOUNCE into inclusion (Sam Cawthorn)
Sam’s inspiring and motivating presentation focuses on helping businesses to have a competitive advantage by including disability and to BOUNCE into new processes or services that enable individuals to contribute as employees, customers, and stakeholders. Sam will unpack the:
• blueprint to enable businesses to understand how people with a disability relate to their businesses as potential and existing employees, as customers, suppliers, and stakeholders
• five-step cycle to bounce forward into greater productivity through creating a culture of inclusion that removes barriers to people living with a disability

Evaluations and close
**Evening session**

A social and networking event, the dinner promises to be the perfect event to close the conference. Enjoy a night of fine food and wine, followed by an inspirational keynote address.

All registrations for the conference dinner go in the draw for lucky door prizes.

Drinks are at bar prices.

<table>
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<tr>
<th>Time</th>
<th>Event</th>
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<tbody>
<tr>
<td>6:30</td>
<td><strong>Canapés downstairs in the Choices Restaurant</strong></td>
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<tr>
<td>7:15</td>
<td><strong>Dinner</strong></td>
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<td>8:30</td>
<td>The delicious, alternate-serve menu will be served upstairs overlooking the parklands.</td>
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<tr>
<td>8:30</td>
<td><strong>Keynote address - Overcoming adversity: a personal story</strong></td>
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<tr>
<td></td>
<td>(Sam Cawthorn)</td>
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<tr>
<td>9:15</td>
<td>Sam’s personal life journey changed dramatically in 2006 when he was involved in a major car accident and died. Thankfully he was resuscitated, leaving him with his right arm amputated and a permanent disability in his right leg. He was hospitalised for over five months and confined to a wheelchair for close to a year. It is the story of his remarkable resilience, mental strength and physical recovery that has amazed and inspired so many people around the world. This is a story not to be missed as he tells it as a positive and inspiring journey. There is also a big surprise at the end which you will have you on your feet wanting more.</td>
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<tr>
<td>9:15</td>
<td><strong>Dessert with tea and coffee</strong></td>
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Sponsors

The Regional Inclusive Employer Conference Organising Committee gratefully acknowledges the support of the following sponsors.

Supported by Department of Human Services

NDCO Funding was provided by the Australian Government Department of Education, Employment and Workplace Relations (DEEWR).
General information

Venue location
The Country Comfort Hovell Tree Inn, Albury is located just 15 minutes from the airport on the corner of Hovell Street and Wodonga Place, Albury.

Accessibility
If you require disability-specific facilities, please notify the conference organiser by indicating your preferences on the registration form.
Accessible toilets are located on level 1. Please follow the signs to room 1.

Car parking
Limited car parking is available undercover at the venue and in front of the venue at no charge.

Website
The program timetable and abstracts are available on the NDCO Conference website.
Accommodation information

Country Comfort Hovell Tree Inn, Albury

The award-winning, 4.5 star Country Comfort Hovell Tree Inn in Albury offers friendly and professional service with 60 spacious accommodation rooms.

All rooms offer free Austar TV with movie channels, mini bar, and broadband/wireless internet. Spa suites and fully self-contained rooms are available on request. The property features a heated swimming pool and spa, as well as an indoor sauna and indoor spa so you can feel relaxed and rejuvenated.

The hotel is opposite the tranquil Murray River and parklands and offers you friendly and professional service, and a good range of business and leisure facilities, making it the perfect place to feel comfortable while you are away from home.

Hotel features
- Swimming pool, sauna, and spa
- Fax/copy services
- Room service
- Dry cleaning/laundry service
- 24-hour front desk
- Bar/lounge/restaurant
- Lift/elevator
- Luggage storage
- Non-smoking property
- On-site undercover parking
- Wheelchair accessible

Room features
- Iron/ironing board
- Coffee/tea-making facilities
- Non-smoking
- Air conditioning
- Free Austar television
- Mini bar
- Hair dryer
- Disabled access room available on request
- Wireless/broadband internet

Accommodation - conference rates

<table>
<thead>
<tr>
<th>Room type</th>
<th>Room only</th>
<th>Room and full breakfast</th>
<th>Room and two breakfasts</th>
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<tbody>
<tr>
<td>Premier (queen and single on request)</td>
<td>$128</td>
<td>$138</td>
<td>$148</td>
</tr>
<tr>
<td>Superior (twin queens on request)</td>
<td>$141</td>
<td>$151</td>
<td>$161</td>
</tr>
<tr>
<td>Accessible suites (three available)</td>
<td>$128</td>
<td>$138</td>
<td>$148</td>
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The Country Comfort Hovell Tree Inn, Albury accepts cash, eftpos, and all credit cards. Surcharges apply at: 1% for visa and mastercard, 3% for diners and amex.

Accommodation bookings

For all queries regarding accommodation, please contact the professional staff at the Country Comfort Hovell Tree Inn, Albury on 02 6042 3900.

Alternatively, follow the link below for the best rate of the day.
Registration form

Contact Information

Your Name ..........................................................................................................
Names of other attendees ..................................................................................
Organisation/business ......................................................................................
Postal address ...................................................................................................
Postcode ...........................................................................................................
Phone ..................................................................................................................
Email ..................................................................................................................

Please let us know what we can do to make this conference fully accessible to you.
Special dietary requirements ..........................................................................
Accessibility requirements, adjustments or seating requirements ..................
Other ..................................................................................................................

Payment options Please note that payment is required at time of registration.

Direct Payment
Reference NDCO, and your surname and initial
Name Wodonga Institute of TAFE
Bank National Australia Bank Wodonga
BSB 083 971
Account Number 027 786 373

Cheque
Payable to Wodonga Institute of TAFE
Mail to NDCO Wodonga Institute of TAFE
PO Box 963 Wodonga,
Victoria Australia 3689
ABN 68 437 423 269

Credit Card
Please charge my credit card the amount of $.......................... (incl GST)
Card type Visa or Mastercard
Card number ..................................................
Expiry date ..................................................
Name on card ..................................................
Signature ..................................................

Additional Information
Please let us know what we can do to make this conference fully accessible to you.

Register before April 22 and WIN!!!

EARLY BIRD registrations are entered to win a $200 Constellation Hotel Accommodation voucher.
GOOD LUCK!
Sponsored by Work Options

Registration Acknowledgment & Cancellations
Your registration will be acknowledged via fax or email within 10 working days of receipt of the registration form. Tax invoices/receipts will be issued after the event. Cancellations must be advised in writing to vdrage@wodongatafe.edu.au. Cancellations received before Friday 9 May 2011 will receive a refund of registration fees. Cancellations after this date will not be refunded.